## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## National Park Service: NPS (and below)

For 2nd Quarter 2017 for period ending March 31, 2017

	Comparative Data											
<b>Complaint Activity</b>	Pr	evious	Fiscal Y	Year Da	ıta	2017Thru03-31						
	2012	2013	2014	2015	2016	201/111ru05-51						
Number of Complaints Filed	113	88	101	85	76	45						
Number of Complainants	111	87	100	84	74	45						
Repeat Filers	2	1	1	1	2	0						

Complaints by Dasis			Com	parativ	e Data	1
Complaints by Basis	Pro	evious ]	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	2017Thru03- 31
Race	33	27	24	31	22	12
Color	14	8	8	10	9	4
Religion	3	2	7	1	1	2
Reprisal	59	48	49	33	39	16
Sex	35	20	39	26	23	19
PDA	0	0	0	1	1	1

National Origin	8	8	11	12	9	9
Equal Pay Act	2	0	1	1	0	0
Age	43	24	38	26	20	12
Disability	28	31	33	28	28	13
Genetics	1	0	0	0	0	0
Non-EEO	3	3	3	2	2	0
		<u> </u>	Com	 parativ	ve Data	<u> </u>
Complaints by Issue	Pro	evious 1	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	2017Thru03- 31
Appointment/Hire	14	7	13	8	20	10
Assignment of Duties	18	18	15	15	8	5
Awards	3	1	1	1	1	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	1	0	0
Reprimand	9	3	8	7	3	4
Suspension	5	7	3	6	1	1
Removal	2	1	1	1	2	2
Other	13	7	4	0	0	3
Duty Hours	3	5	5	5	0	1
Perf. Eval./ Appraisal	21	11	13	7	8	6
Examination/Test	1	0	0	0	0	0
Harassment						
Non-Sexual	37	40	35	29	32	18

Sexual	8	2	4	6	4	1
Medical Examination	1	2	1	1	1	0
Pay including overtime	5	1	0	3	3	3
Promotion/Non-Selection	15	8	16	19	10	5
Reassignment						
Denied	0	0	1	0	1	0
Directed	1	1	5	3	0	0
Reasonable Accommodation Disability	14	15	6	8	10	3
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	1	0	1	0	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	2	0
Termination	15	9	10	4	3	5
Terms/Conditions of Employment	26	11	12	13	7	4
Time and Attendance	14	8	11	5	4	1
Training	9	1	4	2	2	0
Other						
User Defined - Other 1	7	7	4	0	0	3
User Defined - Other 2	1	2	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

				(	Comp	ar	ative I	Data	
<b>Processing Time</b>		P	revious	Fis	cal Y	ea	r Data		2017Thru03-
	201	2	2013	20	014	2	2015	2016	31
Complaints pending during	g fisca	ıl ye	ar						
Average number of days in investigation	369.9	95	344.07		254.77		14.90	197.67	207.20
Average number of days in final action	155.	14	172.45	38	7.78	129.68		85.48	72.35
Complaint pending during	fiscal	yea	r where	hear	ring v	vas	reque	sted	1
Average number of days in investigation	333.0	00	355.77	25	3.68	22	25.52	206.91	209.95
Average number of days in final action	139.	55	154.72	54	4.04	85.69		18.00	48.75
Complaint pending during	fiscal	yea	r where	hear	ring v	vas	not re	quested	
Average number of days in investigation	449.	14	319.00	25	9.90	18	80.79	191.35	204.45
Average number of days in final action	177.4	42	186.12	27	0.58	20	00.88	119.21	93.33
					Co	mp	parativ	e Data	
Complaints Dismissed Agency	by		Previo	ous l	Fiscal	Y	ear Da	ıta	2017Thru03-
		201	12 20	13	201	4	2015	2016	31
Total Complaints Dismisso by Agency	ed	0	8	3	5		8	3	4
Average days pending price dismissal	or to	0	146	.75	209	.2	113.5	202	170.5
Com	plain	ts W	lithdra	wn b	y Co	mp	plainai	nts	
Total Complaints Withdra by Complainants	wn	6	5	5	14	14 5		6	6

	Comparative Data												
Total Final Agency		P	rev	ious	Fis	cal Y	Yea	r Da	ta		2017	Thru03	
Actions Finding Discrimination	20	12	20	13	20	14	20	)15	2	016	_	31	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		2		1		0		
Without Hearing	0	0	0	0	0	0	1	50	1	100	0	0	
With Hearing	0	0	0	0	0	0	1	50	0	0	0	0	
Findings of Discrimination	Comparative Data												
Rendered by Basis		]	Pre	vious	s Fi	scal	Yea	ır Da	ata		2017	Thru0:	
Note: Complaints can be	2012 2013 2014 2015 2016										31		
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	# <b>%</b> 0	#	%	
Total Number Findings	0		0		0		2		(	)	0		
Race	0	0	0	0	0	0	0	0	(	0	0	0	
Color	0	0	0	0	0	0	0	0	(	0 0	0	0	
Religion	0	0	0	0	0	0	0	0	(	0	0	0	
Reprisal	0	0	0	0	0	0	0	0	(	0	0	0	
Sex	0	0	0	0	0	0	1	50	(	0 0	0	0	
PDA	0	0	0	0	0	0	0	0	(	0	0	0	
National Origin	0	0	0	0	0	0	0	0	(	0	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	(	0	0	0	
Age	0	0	0	0	0	0	0	0	(	0	0	0	
Disability	0	0	0	0	0	0	1	50	(	0	0	0	
Genetics	0	0	0	0	0	0	0	0	(	0	0	0	
Non-EEO	0	0	0	0	0	0	0	0	(	0	0	0	

Findings After Hearing	0		0		0		1		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	1	100	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		1		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	100	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
						Com	par	ative	Da	ta		
Findings of Discrimination		F	rev	ious	Fis	scal '	Yea	r Dat	a		2017	Γhru03-
Rendered by Issue	20	)12	20	)13	20	)14	2	015	20	)16		31
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		0		0		2		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action								-				
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	1	50	0	0	0	0
Medical Examination	0	0	0	0	0	0	1	50	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define		-		-		-						
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		1		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0

Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	1	100	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0

Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
		1		1								
Findings Without Hearing	0		0		0		1		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	1	ı	1	ı	1	ı			1	ı	1	ı

Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	1	100	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment		-						-				
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-
	2012	2013	2014	2015	2016	31
Total complaints from previous Fiscal Years	78	100	73	78	82	98
Total Complainants	76	98	68	74	78	96
Number complaints pending		-		-	-	
Investigation	43	6	2	0	1	12
ROI issued, pending Complainant's action	2	0	0	0	0	2
Hearing	45	67	62	75	75	82
Final Agency Action	15	30	11	4	7	9
Appeal with EEOC Office of Federal Operations	10	15	26	30	32	14
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-
	2012	2013	2014	2015	2016	31
Pending Complaints Where Investigations Exceed Required Time Frames	70	7	0	1	6	6